

Department of Strategy, Entrepreneurship & Management  
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## ACADEMIC POSITIONS

University of Alberta, Alberta School of Business  
 2022-- Associate Professor  
 2015-22 Assistant Professor

University of Oxford, Saïd Business School  
 2023 Academic Visitor  
 2016 Academic Visitor

## EDUCATION

2016	Northwestern University	Ph.D., Management & Organizations
2009	University of Oxford	MSc., Management Research
2008	University of Oxford	MA. (Oxon), Economics & Management (replaced BA(Hons), in 2016)

## PUBLISHED ARTICLES

11. Lounsbury, M., Steele, C.W.J., Wang, M.S., & Toubiana, M., 2021. New directions in the study of institutional logics: From tools to phenomena. *Annual Review of Sociology*, 47: 261-280.
10. Steele, C.W.J., 2021. Exploring the intentionality of institutional logics, their variable orientation towards jurisdictional expansion, and the general significance of their internal dynamics. *Research in the Sociology of Organizations*, 70: 209-220.
9. Steele, C.W.J., 2021. When things get odd: Exploring the interactional choreography of taken-for-grantedness. *Academy of Management Review*, 46(2): 341-361.
8. Hannigan, T., Wang, M.S., Steele, C.W.J., Siedel M-D. L., Cervantes, E., & Jennings, P.D., 2020. Seven suggestions from a cultural network approach for amending COVID-19 policy. *Behavioral Science & Policy*, COVID-19si: 1-14.
7. Steele, C.W.J. & Hannigan, T., 2020. Integrating and complicating the micro- and macro-foundations of institutions: Towards a more optometric institutionalism, and an institutionalist optometry. *Research in the Sociology of Organizations*, 68: 19-46.
6. Steele, C.W.J., Hannigan, T., Glaser, V.L., Toubiana, M., & Gehman, J., 2020. Macrofoundations: Exploring the institutionally situated nature of activity. Volume introduction, *Research in the Sociology of Organizations*, 68: 3-16.
5. Steele, C.W.J., Toubiana, M., & Greenwood, R., 2019. Why worry? Celebrating and reformulating 'integrative institutionalism'. *Research in the Sociology of Organizations*, 65B: 353-369.
4. Wang, M., Steele, C.W.J., & Greenwood, R., 2019. Mentalités and events: Historicizing institutional logics. Dialogue piece, *Academy of Management Review*, 44(2): 473-476.
3. Ocasio, W., Mauskopf, M., & Steele, C.W.J. (2016) [all authors contributed equally]. History, society, and institutions: The role of collective memory in the emergence and evolution of societal logics. *Academy of Management Review*, 41(4): 676-699.

2. Pouthier, V., Steele, C.W.J., & Ocasio, W. (2013). From agents to principles: The changing relationship between hospitalist identity and logics of healthcare. *Research in the Sociology of Organizations*, 39(A): 203-241.
1. Steele, C.W.J. & King, B. (2011). Collective intentionality and the organization: A meta-ethnography of organizational identity and strategic decision-making. *Advances in Group Processes*, 28: 59-95.

## ARTICLES UNDER REVIEW

Conditional Acceptance: Marti, E., Lawrence, T.B., & Steele, C.W.J. [Title withheld while under review]. *Academy of Management Journal*

Provisional Acceptance: Wang, M.S. & Steele, C.W.J. [Title withheld while under review]. *Administrative Science Quarterly*

Invited: Steele, C.W.J. & Haack, P. [Title withheld while under review]. *Research in the Sociology of Organizations*

## EDITED VOLUMES AND SPECIAL ISSUES

1. Steele, C.W.J., Hannigan, T., Glaser, V.L., Toubiana, M, and Gehman, J. [Eds.], 2020. Macrofoundations: Exploring the Institutionally Situated Nature of Activity, *Research in the Sociology of Organizations*.

## ENCYLOPAEDIA ENTRIES

1. Steele, C.W.J. (2016). Collective intentionality. Pp. 130-131 in Craig E. Carroll [Ed.], *The Sage Encyclopaedia of Corporate Reputation*. London: Sage.

## DISSERTATIONS AND THESES

PhD. *Analytics in action: The production of data, insight, and validation*. Supervised by William Ocasio (Chair), Klaus Weber, Richard Whittington, and Edward Zajac.

MSc. *Directing praxis? Practice theory, dramaturgy, and middle management: A case study*. Supervised by Sue Dopson.

MA. *Analogy in management studies: Its uses and limitations in three key approaches to management research*. Supervised by Sue Dopson and Felix Reed-Tsochas.

## AWARDS

2022 Best Developmental Reviewer Award, *Academy of Management Review*

2021 Best Developmental Reviewer Award, *Academy of Management Review*

2020 Emerald Literati Outstanding Author Contribution Award (for Steele et al., 2019)

2019 NOVA Management of Technology Fellowship, University of Alberta

2016 Canadian Utilities Fellowship, University of Alberta

Outstanding Reviewer Award, SAP interest group, Academy of Management

## GRANTS

2020 SSHRC IDG. The rise of business analytics: Understanding the hidden data dynamics that are transforming business practices (Co-Investigator; \$201,837).

2018 EFF-SAS Award, Conference ecologies: The role of key events in the evolution of cultural toolkits and professions (\$8670).

2016 SSHRC IG. Big data and the rise of the data scientist (Co-Investigator; \$53,547).

## INVITED TALKS

- 2023 University of Oxford (Saïd Business School)  
University of Bath (School of Management)
- 2021 Erasmus University (Rotterdam School of Management)  
Warwick University (Business School)
- 2019 Stanford University (Department of Management & Engineering)
- 2018 City University of London (Bayes Business School)
- 2015 University of Oxford (Saïd Business School)  
University of Alberta (Alberta School of Business)
- 2014 EMLYON  
Boston College (Carroll School of Management)

## CONFERENCE PRESENTATIONS

- 25. Steele, C.W.J. (August 2023). History and institutions. Professional development workshop (PDW) presentation. Academy of Management (AoM), Boston.
- 24. Steele, C.W.J. (August 2023). Practices and institutions. PDW presentation. AoM, Boston.
- 23. Steele, C.W.J. (August 2021). Phenomenology and taken-for-grantedness. PDW presentation. AoM, virtual.
- 22. Steele, C.W.J. & Wang, M.S. (August 2019). The logics of history, and the historicity of logics. Symposium presentation. AoM, Boston.
- 21. Steele, C.W.J. (August 2019). Pondering the truth machine. PDW presentation. AoM, Boston.
- 20. Steele, C.W.J., & Glaser, V. (July 2019). Reworking the ‘truth machine’: Crafting epistemic practices in business analytics. Paper presentation. European Group for Organization Studies (EGOS), Edinburgh.
- 19. Steele, C.W.J., & Pouthier V. (June 2019). Of semiotic sieges: How institutional logics capture and harvest collective identities. Paper presentation. European Theory Development Workshop (ETDW), London.
- 18. Steele, C.W.J., & Glaser, V. (August 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Symposium presentation. AoM, Chicago.
- 17. Steele, C.W.J., & Glaser, V. (June 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Paper presentation. ETDW, Vienna.
- 16. Steele, C.W.J., & Glaser, V. (June 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Paper presentation. Alberta Institutions Conference (AIC), Edmonton.
- 15. Steele, C.W.J. and Pouthier, V. (October 2017). Identity as territory: Collective identities and the evolution of institutional logics. Paper presentation. Meanings Across Levels workshop, Queen’s University, Kingston.
- 14. Steele, C.W.J. & Weber, K. (August 2017). Material moralities. Symposium presentation. AoM, Atlanta.
- 13. Wang, M.S. & Steele, C.W.J. (July 2017). Socializing the market: Institutional de- and re-composition during the marketization of China, 1974-2004’. Paper presentation. EGOS, Copenhagen.

12. Steele, C.W.J. & Pouthier, V. (June 2017). Collective identities and the evolution of institutional logics: The metaphor of identity as territory. Paper presentation. ETDW, Zurich.
11. Steele, C.W.J. (August 2016). Epistemic legitimacy: Rethinking institutional legitimacy through engagement with analytics. Symposium presentation. AoM, Anaheim.
10. Steele, C.W.J. (June 2016). Institutional legibility. Paper presentation. EGOS, Naples.
9. Steele, C.W. J., & Ocasio, W. (August 2015). The role of the community in cultural entrepreneurship: The production of a cultural toolkit. Showcase symposium presentation. AoM, Vancouver.
8. Steele, C.W.J (August 2014). Reading the field: Some consequences of the differing legibility of institutional arrangements. Paper presentation. AoM, Philadelphia.
7. Steele, C.W.J (April 2014). Reading the field: Some consequences of the differing legibility of institutional arrangements. Paper Presentation. Kellogg-Booth Student Symposium.
6. Steele, C.W.J, & Pouthier, V. (April 2013). The co-evolution of identities and logics: Exploring the metaphor of identity as territory. Paper presentation. Kellogg-Booth Student Symposium.
5. Steele, C.W.J, Pouthier, V., & Ocasio, W. (June 2012). The generativity of institutional logics. Paper presentation. AoM, Orlando.
4. Steele, C.W.J, & Pouthier, V. (August 2012). The work of identity: The influence of collective identity on the emergence, expansion and contraction of institutional logics. Symposium presentation. AoM, Boston.
3. Steele, C.W.J, Pouthier, V., & Ocasio, W. (June 2012). The generativity of institutional logics. Paper presentation. ABC Network Conference on Institutional Logics, Banff.
2. Steele, C.W.J, Pouthier, V., & Ocasio, W. (August 2011). From agents to principles: Hospitalist identity and the emerging logic of hospital medicine. Roundtable session. AoM, San Antonio.
1. Steele, C.W.J, Pouthier, V., & Ocasio, W. (July 2011). From agents to principles: Hospitalist identity and the emerging logic of hospital medicine. Paper presentation. EGOS, Gothenburg.

## CONFERENCE ORGANIZATION

- 2020 Organizing committee for the AIC: Organizations and institutions in the era of crises.
- 2019 Co-organizer for the IDEAS Workshop, University of Alberta.  
Co-organizer for PDW: Understanding analytics: Methods to investigate big data, algorithms and culture'. AoM, Boston.
- 2018 Co-organizer and co-chair for PDW: On the shoulders of giants: Contemporary lessons from Erving Goffman'. AoM, Chicago.  
Co-organizer for symposium: Beyond the bridge: New frontiers for scholarship on institutions and identity. AoM, Chicago.  
Co-organizer for symposium: Crafting Truth: Challenges, tactics, and repercussions of cultural authority in analytics, AoM, Chicago.  
Co-Organizer and panellist: Doctoral workshop. AIC, Alberta  
Organizing committee for the AIC: What of Macro-foundations? Rediscovering the constitutive power of institutions'
- 2017 Co-Organizer and chair for symposium: Theorizing with history: Lessons from the study of institutional logics and imprinting. AoM, Atlanta.
- 2016 Co-Organizer for a SASE mini conference: Morality and materiality in markets. Berkeley, California.

- Co-Organizer for PDW: Explorations in performativity: Rationality in action. AoM, Anaheim.
- Co-Organizer and co-chair for symposium: Analytics at work: Implications for technology, innovation, and organizations. AoM, Anaheim.
- 2012 Co-Chair for symposium: Institutional logics and identity: Entangling and untangling the two concepts. AoM, Boston.

## TEACHING

- 2016-- SMO 441: Strategy and Innovation (undergraduate, Alberta)
- 2016-- SMO 310: Introduction to Management (undergraduate, Alberta)
- 2022 The Socio-Political Environment (single session, executive education)
- 2021 SMO 704 (Volunteer): Introduction to Ethnography (doctoral, Alberta)
- 2020 SMO 704 (Volunteer): Foundations of Sociological Theory (doctoral, Alberta)
- 2012-13: Medical humanities: The politics of life (medical students, Northwestern)

## PHD SUPERVISION

- Co-Supervisor: Jennifer Sloan (University of Alberta, 2019--)  
Natalie Eng (University of Alberta, 2020--)
- Committee Member: Joseph Owusu (University of Alberta, 2019-2023)
- 2023 Candidacy Committee Chair for Logan Crace (University of Alberta)
- 2018 Dissertation Committee for Chang Lu (University of Alberta)
- 2017 Proposal Committee for Leanne Hedberg Carlson (University of Alberta)  
Proposal Committee for Paula Ometto (University of Alberta)
- 2016 Proposal Committee member for Chang Lu (University of Alberta)

## PROFESSIONAL SERVICE

- 2023-- Editorial board: *Academy of Management Review*
- 2019-- Editorial board: *Journal of Management Studies*
- 2020-- Advisory Board Member for Swiss NSF Grant: How 'new work' settings shape organizational identity beliefs (347,499 CHF; approximately \$465,000)
- 2021 Table discussant: PDW on language, meaning and organizing. AoM, virtual.  
Mentor: Strategy teaching clinic. AoM, virtual.
- 2020 Table discussant: PDW on language, meaning and organizing. AoM, virtual.  
Mentor: OMT Doctoral Consortium. AoM, virtual.  
Member, OMT Research Committee (Best Symposium Award)
- 2019 Chair, paper session: Professions and institutions. AoM, Boston  
Co-organizer for OMT Café: Practice-driven institutionalism. AoM, Boston.  
Mentor and Speaker: OMT Doctoral Consortium. AoM, Boston.
- 2018 Table discussant: PDW on advancing SAP research. AoM, Chicago.
- 2017 Co-organizer for OMT Café: Practice-driven institutionalism. AoM, Atlanta.  
Panellist for sub-theme: The multiplicity of institutional logics. EGOS, Copenhagen.
- 2016 Co-Organizer for OMT Café: Institutional Logics. AoM, Anaheim.

Ad-hoc reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Organization Science*, *Organization Studies*, *Organization Theory*, and *Strategic Management Journal*, and AoM annual meeting.